



WORK PLACE DESIGN AND JOB PERFORMANCE OF ACADEMIC STAFF IN STATE POLYTECHNICS, IN SOUTH-SOUTH NIGERIA

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ABSTRACT

The study examined workplace designs and job performance of academic staff of State polytechnics in South South, Nigeria. The study was guided by three research questions and three research hypotheses. Correlational research design was adopted for the study. The population of the study consisted 1762 academic staff of State polytechnics in South-South Nigeria. A sample size of 326 academic staff in State polytechnics was obtained using Taro Yamane's formula. The sample was selected for the study using proportionate and simple random sampling technique. The researcher-developed instrument used in collecting data for the study was titled "Workplace Designs and Job Performance Questionnaire (WDJPQ)". The instrument was structured using a four-point scale and duly validated by three experts in the Faculty of Education and Faculty of Vocational Education, Library and Information Science, all in University of Uyo, Uyo. Cronbach Alpha statistics was used to obtain a reliability coefficient of 0.86 for the WDJPQ. Regression analysis statistics was used in answering the research questions and in testing the null hypotheses at 0.05 level of significance. The findings of the study indicate that office layout, furniture and lighting significantly influence job performance of academic staff of State polytechnics in South-South, Nigeria. Recommendations made, among others, include; Polytechnic management should ensure that office layouts are well planned to promote effective movement, accessibility and interaction among academic staff. Adequate office space should also be provided to enable staff perform their teaching, research and administrative responsibilities efficiently. Also, Polytechnic authorities should provide comfortable and ergonomic office furniture that supports the health and productivity of academic staff. The furniture provided should be durable, functional and suitable for the academic tasks carried out by staff members.

Introduction

Education is an instrument for conserving, transmitting and renewing culture through the process of teaching and learning. It is also a holistic process of transferring norms and values to individuals across the community, town and nation. It is one of the basic social responsibilities provided by a responsible government to its citizens. The State polytechnics is a part of the educational sector of the country. A good quality polytechnic education system is one that provides all students with capabilities required to become economically productive, develop sustainable livelihoods, contribute to peaceful and democratic societies and enhance individual well-being. The objectives of polytechnics education include the development of intellectual capacity to understand and appreciate the environment and the acquisition of appropriate physical and intellectual skills necessary for the development of both the individual and his society (Jameson, 2023). State polytechnics are centers for imparting knowledge and skills for self-reliance. Whatever skills acquired must be translated into practicality for it to benefit the individual and the society at large. The Federal Republic of Nigeria (FRN, 2013) defines tertiary



education as “the education given after secondary education in universities, colleges of education, state polytechnics, monotechnics including those institutions offering correspondence courses”.

The Polytechnic academic staff uses work instructions, methods, and instruments to create the product- learning, just like a factory worker. If the product produced (learning) has problems or defects (i.e. learning is not occurring as expected) then the teacher must change his work instructions, methods, or instruments in order to decrease the defect rate and increase the quality of the product. Nwafokwa and Odey (2018) stated that preparing the individual for useful living in society means that after acquiring polytechnic education, the individual must be self-reliant, contribute meaningfully to the development of the society, be morally and culturally sound, be of good character and participate actively in decision-making in matters affecting the entire society. However, these responsibilities of polytechnic education, rest squarely on the polytechnic academic staff as the manager of the entire instructional processes. One of the agitations of the various unions in the polytechnic systems has been the revitalization of state polytechnics which includes but not limited to creating a better workplace that can boost job performance of staff and academic performance of students.

Workplace design is defined by Wilson (2023) as the way a workplace is organized and equipped. The aim is to create the space to allow optimal productivity by workers as well as maximum safety and job performance for workers. The most commonly used terms to describe optimal workplace design include flexibility, connectivity and ergonomics. According to Alvin (2021), workplace design aims to use evidence-based design principles to improve clinical outcomes, economic performance and productivity, and customer and staff performance. Workplace design has more than merely decorative purposes. In general, it aims to use evidence-based design principles to improve clinical outcomes, economic performance and productivity, and client and staff performance.

Workplace design deals with the shape, the dimensions and the layout (i.e. the placement and orientation) of the different material elements that surround one or more working persons (Marmaras and Nathanael, 2021). Examples of such elements are the seat, the working surfaces, the desk, the equipment, the tools, the controls and displays used during the work, but also the passages, the windows, as well as the heating/cooling equipment. The ergonomic of workplace design aims at improving work performance (both in quantity and quality), through minimizing the physical strain and workload of the working person, facilitating task execution, that is, ensuring effortless information exchange with the environment, minimizing physical constraints, ensuring occupational health and safety and achieving ease of use of the various workplace elements.

Based on the above, this study adopts the concept stated by Crun (2022) arrangement in the workplace has the objective of overcoming employee alienation and job dis-performance that emanates from mechanical and repetitive tasks in the workplace. It is also used by organizations to boost productivity by offering employees non- monetary rewards such as performance from a greater sense of personal achievement.

Work systems are inherently variable because workers differ in age, body size, strength, and daily energy levels, all of which influence how tasks are performed. A worker may be young or elderly, tall or short, refreshed or fatigued, and each condition affects comfort and efficiency. Task requirements are equally dynamic, especially in roles such as secretarial work where computer use, data entry, and customer service alternate throughout the day. Work stations must also be strategically positioned to ensure visibility of entrances and supervisory offices. Environmental conditions such as temperature, airflow, lighting, and noise levels may change during working hours. Financial limitations and aesthetic expectations further complicate



workplace design decisions. Because of this complexity, some argue that workplace design is more art than discipline. However, informed understanding of users, tasks, and environmental factors improves design outcomes. Workplaces should enable most employees to perform tasks safely and effectively. Thomas (2021) emphasizes that ergo-friendly design fulfills functional requirements while promoting safety, comfort, and teamwork.

Effective ergonomic design requires attention to anthropometric dimensions, reach distances, muscle strength, and visual capacity. Designing workstations to match employee capabilities reduces physical strain and injury risks. The Occupational Safety and Health Academy (OSHA) (2017) states that aligning work practices and work flows with worker abilities reduces sprains, strains, and cumulative trauma disorders. (OSHA) (2017) identifies office layout, furniture, lighting, technology integration, acoustics, and aesthetics as key elements that enhance academic staff performance. Office layout according to Asuquo and Ukoima (2016) involves arranging furniture, equipment, and personnel to optimize productivity and appearance. Crun (2022) notes that office layout reflects corporate identity and contributes to organizational pride. A well-designed layout fosters comfort while maintaining efficiency. Usen (2021) describes office layout as the blueprint of the office floor, incorporating décor, equipment, and spatial organization. Proper layouts ensure that procedures and personnel function effectively within available space. Thus, office layout is central to operational smoothness and productivity.

Poor office layouts often result in unnecessary movement and wasted time as employees travel long distances between desks. Effective office spaces are outcomes of careful scientific planning rather than coincidence. Designers must understand workflow patterns, employee needs, and the best methods for task completion. Anticipating future space requirements is equally important for sustainable planning. Efficient space management ensures optimal use of limited organizational resources. Office layout therefore becomes indispensable in achieving smooth workflow and judicious space utilization. Beyond layout, office furniture significantly influences workplace performance. Uyi (2019) highlights that ergonomic furniture reduces fatigue and enhances posture, thereby improving productivity. Ergonomic chairs, adjustable desks, and supportive accessories promote physical comfort. When furniture supports natural body alignment, employees can focus better and sustain performance.

Ergonomic office furniture is adjustable, adaptable, and scientifically designed to enhance well-being. Height-adjustable desks allow workers to alternate between sitting and standing, improving circulation and preventing stiffness. Lumbar-support chairs maintain spinal alignment during extended work hours. Monitor stands positioned at eye level prevent neck pain and reduce eye strain. Wrist-friendly keyboards and anti-fatigue mats further support comfort and reduce physical stress. Proper furniture selection reduces distractions caused by discomfort and enhances concentration. Acoustic solutions integrated into furniture design also minimize noise disruptions. Thoughtful space planning can create collaborative zones alongside quiet work areas. When physical comfort is ensured, mental alertness and productivity increase. Therefore, investment in ergonomic furniture contributes directly to sustained job performance.

Lighting is another crucial component influencing biological rhythms and workplace productivity. Traditional lighting systems, such as low-pressure mercury lamps, often caused glare, over-illumination, and energy inefficiency. In contrast, modern LED systems provide energy efficiency and adjustable photometric properties. These systems allow regulation of brightness and color temperature to suit various tasks (Kalani and Kalani, 2022; Adjustable lighting supports circadian rhythms and enhances well-being. Despite their advantages, LED technologies also have limitations like any other innovation. In Nigeria, office technology



adoption has transformed business operations and competitiveness. Boladele, (2019) observes that although awareness of technology benefits is increasing, limited infrastructure and training remain challenges. Boladele (2019) emphasizes that office workers depend on both technological and human organizational support. Technological advancements such as word processors and email have reshaped secretarial roles (Nonye, 2018), while modern systems enhance collaboration and decision-making (Protected Trust, 2020). It is based on the benefits of work place designs parameters namely: office layout, furniture and lighting that this study was carried out to determine the extent to which workplace designs influence job performance of academic staff in State polytechnics in South-South, Nigeria.

Statement of the Problem

Job performance among academics in the polytechnic sector is imperative for achieving optimal performance, fostering innovation and maintaining a conducive teaching and learning environment. However, workplace design ranging from office furniture, lighting, technology integration, office acoustics and the aesthetics can significantly influence employees productivity, focus and interpersonal dynamics. Despite its importance, the specific relationship between workplace designs and job performance among academic staff in the state polytechnics in South-South, Nigeria, remains underexplored. Designing a workplace meeting ergonomics principles is a challenge, as one should consider an important number of interacting and variable elements, and try to meet an important number of requirements, some of which may be contradictory. In fact, there is interdependence between the workplace components, the working person, the task requirements, the environment and the habitual body movements and postures the working person will adopt.

Many academics face greater challenges such as distractions, lack of privacy and limited opportunities for collaboration due to the poor workplace designs. These issues can hinder their effectiveness in meeting professional demands such as research, teaching preparation and administrative duties. While research had explored the impact of general work environments on employees performance, a knowledge gap exists regarding how different workplace designs uniquely affect job performance in the academic context, particularly within state polytechnics. Lastly, due to the general public outcry on the quality of graduate and research output from the Nigeria citadels of learning, attention as shifted to the conditions under which academic staff work. Since staff performance directly impact teaching quality, research productivity and graduate competence, it has become imperative to investigate how work place design influences job performance of academic staff in state polytechnics in south-south Nigeria.

It is against this shortcoming that this study was conducted to investigate the influence of workplace designs on the job performance of academics in South-South state polytechnics. The findings aims to provide evidence based recommendations for designing workplace that enhance maximum job performance among academics.

Purpose of the Study

The main purpose of this study was to determine the extent of influence of workplace designs on the job performance of academic staff of State polytechnics in South-South Nigeria. Specifically, the study aimed to examine the extent to which:

- i. Office layout influences job performance of academic staff in state polytechnics in South-South Nigeria.
- ii. Office furniture influences job performance of academic staff in state polytechnics in South-South Nigeria.
- iii. Office lighting influences job performance of academic staff in state polytechnics in South-South Nigeria.



Research Questions

The following research questions were raised to guide the research processes:

- i. To what extent does office layout influence job performance of academic staff in state polytechnics in South-South, Nigeria?
- ii. What is the extent to which office furniture influence job performance of academic staff in state polytechnics in South-South, Nigeria?
- iii. What is the extent to which office lighting influence job performance of academic staff in state polytechnics in South-South, Nigeria?

Research Hypotheses

The following null hypotheses were formulated and tested at 0.05 level of significance:

- Ho1: The extent to which office layout influence job performance of academic staff of state polytechnics in South-South Nigeria is not significant.
- Ho2: The extent to which office furniture influence job performance of academic staff of state polytechnics in South-South Nigeria is not significant.
- Ho3: The extent to which office lighting influence job performance of academic staff of state polytechnics in South-South Nigeria is not significant

Research Method

A correlational research design was adopted in the study. This design was considered appropriate for the study because it examined the relationship between two or more variables without manipulating them. Its primary function is to determine whether a relationship exists, the direction of the relationship (positive or negative), and the strength of that relationship. This type of research design is also valuable for identifying patterns and trends in data, allowing researchers to make predictions based on observed correlations. This study investigated into the extent to which workplace designs sub-variables of office layout, furniture, lighting, technology integration, acoustics and aesthetics influence job performance of academic staff of State polytechnics in South-South, Nigeria.

The area covered in this study is the South-South region of Nigeria, which is one of the six geopolitical zones in the country. This region represents both a geographic and political zone located along Nigeria's eastern coastline. It comprises six states: Akwa Ibom, Bayelsa, Cross River, Delta, Edo, and Rivers. The South-South stretches along the Atlantic seaboard, extending from the Bight of Benin in the West to the Bight of Bonny in the East. Geographically, it lies between latitudes 5°25'N and 5°32'N North of the Equator, and Longitude 7°29'E of the Greenwich Meridian. The region encompasses much of the Niger Delta, a vital area for Nigeria's environmental and economic development. Ecologically, the zone features diverse landscapes: the Central African mangroves dominate the coastal areas in the far South, while inland regions include the Cross Sanaga-Bioko coastal forests, Cross-Niger transition forests, Niger Delta swamp forests and Nigerian lowland forests, extending from East to West.

Although the South-South region accounts for only about 5% of Nigeria's total land area, it plays a crucial role in the nation's economy due to its vast reserves of oil and natural gas. The region hosts two of Nigeria's major oil refineries, one located in Eleme, a Local Government Area in Rivers State, and the other in Warri, Delta State. The zone has an estimated population of 26 million people, representing approximately 12% of the country's total population. The most populous cities in the region are Port Harcourt and Benin City, ranking as the fourth and fifth most populous cities in Nigeria, respectively. Port Harcourt, along with its surrounding suburbs collectively known as Greater Port Harcourt, forms the largest metropolitan area in the South-South, with a population of about three million. Other major urban centers in the region, in



descending order of population, include Warri, Calabar, Uyo, Ikot Ekpene, Ugep, Sapele, Buguma, Uromi, Ughelli, Ikom and Asaba.

The South-South region is linguistically diverse, with major languages spoken including Annang, Boki, Edo, Efik, Ekoi, English, Esan, Etsako, Ibibio, Igbo, Ika, Isoko, Itsekiri, Izon, Kalabari, Obolo, Ogba, Ogoni, Obolo, Oro, Urhobo, Ukwuani, Yala, Yakö, among others. The reason why the researcher is interested in this location is that the location has state polytechnic academic staff who oftentimes have huge complains with their job due to poor working conditions and these academic staff are of great interest to the researcher. Furthermore, the close proximity of the researcher to the location is also a great interest to the researcher due to the high cost of transportation

The population of the study comprised all the 1762 academic staff of State Polytechnics in Akwa Ibom and Rivers States (Personnel records, State polytechnics under study year (2025)). Out of this number 1011 were from River state Polytechnic while 751 were from Akwa Ibom state Polytechnic

A sample size of 326 academic staff of the state polytechnics, from two States Akwa Ibom and Rivers State were used for the study. Taro Yamane's formula was used to determine the sample size for the study Proportionate and simple random sampling techniques were used to select sample for this study. Therefore 18.5 percent of the number of academic staff in each polytechnic was determined resulting in 187 and 139 academic staff from Rivers and Akwa Ibom State Polytechnic respectively. Simple random method via toss of coin was use to select the respective number of academic staff.

A researcher designed questionnaire titled "Workplace Designs and Job Performance Questionnaire (WDJPQ)" was used to gather data from respondents. The WDJPQ (Shown in Appendix I) was divided into three sections: Sections A, B and C. Section A deals with the bio-data of the respondents. The section B contained items on the independent sub-variables of the study including office layout, office furniture, office lighting, office technology integration, office acoustic and office aesthetics. Section C part of the instrument contained items on job performance of academic staff of State polytechnics. The instrument was constructed on a four-point rating scale of Very Great Extent (VGE), Great Extent (GE), Small Extent (SE), and a Very Small Extent (VSE). The instrument contained a total of 30 questionnaire items. (See Appendix II). The response options have a corresponding value of 4, 3, 2 and 1 respectively.

The instrument was face-validated by three research experts. Two experts in the Department of Business Education and one expert from Department of Psychological Foundations of Education all in Faculty of Education and Faculty of Vocational Education, Library and Information Sciences, University of Uyo, Uyo. The experts were given initial draft of instrument for the determination of it comprehensiveness, relevance of contents, appropriateness of directives, clarity of statement, ambiguity, possible errors as well as omissions. All the advice, comments, suggestions and criticisms were incorporated in the final version of the instrument. The instrument was subjected to a trail test in which, copies of the instrument were administered on 30 academic staff of state polytechnics from the population of study who were not included in the main study. Cronbach Alpha Statistics was used to obtain a reliability coefficient of 0.86 (Shown in Appendix II) for the Workplace Designs and Job performance Questionnaire (WDJPQ). According to Nonye, (2018), a reliability coefficient above 0.70 is deemed reliable, with higher values indicating greater reliability.

Data for this study was collected from academic staff of state polytechnics who are respondents through the administration of the questionnaire. The researcher was assisted by two research assistants who were duly briefed on the administration of the questionnaire. While the researcher obtained data from respondents in Akwa Ibom state polytechnic, the research



assistants also collected data from two state polytechnics in Rivers State, making it a total of three state polytechnics that was used for the study. The instrument recorded a 98% return rate. This was observed in the 319 questionnaire properly filled and returned for analysis out of the 326 questionnaire that were administered to the respondents, showing that seven questionnaire were not properly filled and returned for analysis (just 2% attrition rate). Simple regression analysis was used to analyze the data for both research questions and in testing the null hypotheses

Results

Research Question One

To what extent does office layout influences job performance of academic staff of State polytechnics in South-South Nigeria?

Table 1: Summary of Regression Analysis of the extent to which Office Layout influences Job Performance of Academic Staff of State polytechnics in South South Nigeria. (N=319).

Variables	R	R²	Adjusted R²	Remarks
Office Layout (X)				Very great extent
	.842	.709	.708	
Job Performance of Staff (Y)				

Source: Field Work (2026)

Data in Table1 shows the extent to which office layout influences job performance of academic staff of state polytechnics. The coefficient of correlation (R) of .842 shows that office layout influences job performance of academic staff of State polytechnics. Also, the coefficient of determination (R²) value of .709 indicates that office layout influences up to 70.9 percent variation in job performance of academic staff of State polytechnics in South-South Nigeria. This result shows that office layout influences job performance of academic staff of State polytechnics in South-South Nigeria to a Very great extent.

Research Question Two

To what extent does office furniture influences job performance of academic staff of State polytechnics in South-South Nigeria?

Table2: Summary of Regression Analysis of the extent to which Office Furniture influences Job Performance of Academic Staff of State polytechnics in South-South Nigeria. (N=319).

Variables	R	R²	Adjusted R²	Remark
Office Furniture (X)				Very great extent
	.713	.508	.507	
Job Performance of Staff (Y)				

Source: Field Work (2026)



Data in Table 2 shows the extent to which office furniture influences job performance of academic staff of state polytechnics. The coefficient of correlation (R) of .713 shows that office furniture influences job performance of academic staff of State polytechnics to a small extent. Also, the coefficient of determination (R^2) value of .508 indicates that office furniture influences up to 50.8 percent variation in job performance of academic staff of State polytechnics in South-South Nigeria. This result shows that office furniture influences job performance of academic staff of State polytechnics in South-South Nigeria to a Very great extent.

Research Question Three

To what extent does office lighting influences job performance of academic staff of State polytechnics in South-South Nigeria?

Table 3: Summary of Regression Analysis of the extent to which Office Lighting influences Job Performance of Academic Staff of State polytechnics in South-South Nigeria. (N=319).

Variables	R	R^2	Adjusted R^2	Remarks
Office Lighting (X)				Very Great extent
Job Performance of Staff (Y)	.767	.588	.587	

Source: Field Work (2026)

Data in Table 3 shows the extent to which office lighting influences job performance of academic staff of State polytechnics. The coefficient of correlation (R) of .767 shows that office lighting influences job performance of academic staff of State polytechnics to a high extent. Also, the coefficient of determination (R^2) value of .588 indicates that office lighting influences up to 58.8 percent variation in job performance of academic staff of State polytechnics in South-South Nigeria. This result shows that office lighting influences job performance of academic staff of State polytechnics in South-South Nigeria to a Very great extent.

Research Hypothesis One

There is no significant influence of office layout on job performance of academic staff of state polytechnics in South-South Nigeria is not significant

Table 4: Regression Analysis of the extent to which Office Layout influence Job Performance of Academic Staff of State polytechnics in South-South Nigeria. (N=319)

Models	Sum of Square	DF	Mean Square	F	Sig	Decision
Regression	1472.315	1	1472.315	336.914	.001	Significant
Residual	1385.523	317	4.370			
Total	2857.838	318				

S*= Significant at .05 alpha level. Source: Field Work (2026)



The results in Table 4 shows that the p-value of .001 is less than .05 at 1 and 317 degrees of freedom and at .05 level of significance. Therefore the null hypothesis which stated that there is no significant influence of office layout on job performance of academic staff of State polytechnics in South-South Nigeria is rejected. Hence, the study reveals there is a significant influence of office layout on job performance of academic staff of State polytechnics in South-South Nigeria.

Research Hypothesis Two

The extent to which office furniture influence job performance of academic staff of state polytechnics in South-South Nigeria is not significant

Table 5: Regression Analysis of the extent to which Office furniture influences Job Performance of Academic Staff of State polytechnics in South-South Nigeria. (N=319)

Model	Sum of Square	DF	Mean Square	F	Sig	Decision
Regression	2096.528	1	2096.528	610.699	.000	Significant
Residual	1242.617	317	3.433			
Total	3339.145	318				

S*= Significant at .05 alpha level. Source: Field Work (2026)

The results in Table 5 shows that the p-value of .000 is less than .05 at 1 and 317 degrees of freedom and at .05 level of significance. Therefore the null hypothesis which stated that there is no significant influence of office furniture on job performance of academic staff of state polytechnics in South-South Nigeria is rejected. Hence, the study reveals that there is significant influence of office furniture on job performance of academic staff of State polytechnics in South-South Nigeria is significant.

Research Hypothesis Three

There is no significant influence of office lighting on job performance of academic staff of state polytechnics in South-South Nigeria is not significant

Table 6: Regression Analysis of the extent to which Office Lighting influence Job Performance of Academic Staff of State polytechnics in South-South Nigeria (N=319)

Model	Sum of Square	DF	Mean square	F	Sig	Decision
Regression	2315.518	1	2315.518	483.104	.000	Significant
Residual	1519.512	317	4.793			
Total	3835.300	318				

S*= Significant at .05 alpha level. Source: Field Work (2026)

The results in Table 6 shows that the p-value of .000 is less than .05 at 1 and 317 degrees of freedom and at .05 level of significance. Therefore the null hypothesis which stated that there is no significant influence of office lighting on job performance of academic staff of state polytechnics in South-South Nigeria is rejected. Hence, the study reveals that there is significant influence of office lighting on job performance of academic staff of State polytechnics in South-South Nigeria is significant.

Findings

The findings of the study are as following:

- There is a very great extent to which Office layout influences job performance of academic staff of state polytechnics in South-South Nigeria.



- ii) There is a very great extent to which Office furniture influences job performance of academic staff of state polytechnics in South-South Nigeria.
- iii) There is a very great extent to which Office lighting influences job performance of academic staff of state polytechnics in South-South Nigeria.
- iv) There is a significant influence of office layout on the job performance of academic staff in state polytechnics in south-south, Nigeria.
- v) There is a significant influence of office furniture on the job performance of academic staff in state polytechnics in south-south, Nigeria.
- vi) There is a significant influence of office lighting on the job performance of academic staff in state polytechnics in south-south, Nigeria.

Discussion of Findings

Office Layout and Job Performance of Academic Staff of State polytechnics in South – South Nigeria

The result of the first hypothesis showed that the extent to which office layout influences job performance of academic staff of state polytechnics in South-South Nigeria is significant. This is achievable because the physical work environment directly affects how effectively lecturers can carry out teaching, research, and administrative duties. A well-organized office layout promotes concentration by reducing noise, overcrowding, and unnecessary distractions. Adequate space, proper furniture arrangement, and access to essential equipment enable academic staff to prepare lectures, mark scripts, and conduct research more efficiently. When offices are comfortable and ergonomically arranged, lecturers experience less fatigue and stress, which improves productivity. Good office layouts also encourage collaboration and knowledge sharing among colleagues, which can enhance academic innovation and problem-solving. Conversely, poorly designed offices with limited space and inadequate facilities can hinder workflow and reduce motivation. Such conditions may lead to delays in completing academic tasks and lower overall job satisfaction. In state polytechnics where academic staff handle multiple responsibilities, a functional office environment becomes even more critical. Improved office layouts can therefore support better time management and more effective academic engagement. The findings of the study is in line with the submission made by Wilson (2023) who carried out a study to determine the influence of office layout on academic staff performance in state tertiary institutions in Lagos State, Nigeria. The study found that office layout influences the job performance of academic staff: and further supported by Crun (2022) who assessed office layout and technology integration as predictors of job performance of academic staff in Federal Universities in South East Nigeria. The result showed that office layout and technology integrated do predict job performance of academic staff.

Office Furniture and Job Performance of Academic Staff of State polytechnics

The result of the second hypothesis revealed that the extent to which office furniture influences job performance of academic staff of state polytechnics in South-South Nigeria is significant. This is possible because furniture plays an important role in creating a comfortable and functional working environment. Appropriate office furniture such as ergonomic chairs, spacious desks, and adequate storage facilities helps lecturers carry out academic tasks efficiently. Comfortable seating reduces physical strain and fatigue, allowing academic staff to spend longer periods preparing lectures, marking scripts, and conducting research. Proper desks and tables also provide sufficient space for computers, books, and other instructional materials needed for effective academic work. When furniture is well-designed and properly arranged, it improves posture and reduces health problems associated with prolonged sitting. In addition, adequate furniture helps maintain an organized workspace, which enhances concentration and



productivity. Conversely, old, broken, or inadequate furniture can cause discomfort and distraction, thereby reducing the efficiency of academic staff. Such conditions may lower motivation and negatively affect the quality of teaching and research activities. In state polytechnics where academic staff performs multiple responsibilities, supportive furniture becomes essential for effective performance. The findings of the study is in agreement with the finding made by OSHA) (2017) in a study carried out to determine the influence of office furniture on job performance of academic staff in University of Ibadan, Oyo State and found that office furniture influence job performance of academic staff. Furthermore; Boladele, (2019) conducted a study to determine the relationship between office furniture, lighting, arrangement and academic staff performance in State tertiary institutions in Ekiti State. The findings of the study showed that office furniture, lightning, arrangement relate significantly with academic staff performance which also is in agreement with the findings of this study.

Office Lighting and Job Performance of Academic Staff of State polytechnics

The result of the third hypothesis showed that the extent to which office lighting influences job performance of academic staff of state polytechnics in South-South Nigeria is significant. This is attainable because proper lighting is essential for effective academic work. Adequate lighting enables lecturers to read, write, and work on computers without experiencing eye strain or discomfort. When offices are well-lit, academic staff can prepare lecture notes, mark examination scripts, and carry out research activities more efficiently. Good lighting also improves visibility and reduces the likelihood of errors when handling academic documents and instructional materials. In addition, proper lighting contributes to a comfortable and conducive working environment that enhances concentration and productivity. Natural and artificial lighting, when properly balanced, can improve mood and increase motivation among staff. Conversely, poor or inadequate lighting can lead to eye fatigue, headaches, and reduced focus during academic tasks. Such conditions may slow down work processes and negatively affect the quality of teaching and research output. The findings of the study is in lined with the submission made by Jameson (2023) in a study carried out to determine the influence of office lighting on job performance of academic staff in Bayero University, Kano State. The finding showed that office lighting do influence job performance of academic staff. The finding of this study is also supported by the study of Alvin (2021) who found that office lightning significantly influence academic staff performance.

Conclusion

The findings of the study revealed that office environment factors significantly influence the job performance of academic staff of state polytechnics in South-South Nigeria. Specifically, office layout was found to have a significant effect on how effectively academic staff performs their teaching, research, and administrative responsibilities. The study also established that office furniture plays a vital role in supporting staff comfort and efficiency, thereby enhancing their productivity. Furthermore, office lighting was shown to significantly influence academic staff performance by creating a conducive atmosphere for concentration, reading, and other scholarly activities. In addition, the integration of office technology was found to significantly improve the job performance of academic staff by facilitating research, communication, and instructional delivery. The findings also indicated that office acoustics significantly affect staff performance, as a well-controlled sound environment helps minimize distractions and improves focus. Moreover, office aesthetics were found to significantly influence the motivation and overall work attitude of academic staff in state polytechnics in South-South Nigeria.



Recommendations

Based on the findings, it was recommended that:

- i. Management of State Polytechnics should ensure that office layouts are well planned to promote effective movement, accessibility, and interaction among academic staff. Also, adequate office space should also be provided to enable staff perform their teaching, research, and administrative responsibilities efficiently.
- ii. Management of State Polytechnic should provide comfortable and ergonomic office furniture that supports the health and productivity of academic staff. Furthermore, the furniture provided should be durable, functional and suitable for the academic tasks carried out by staff members.
- iii. Management of state polytechnics should ensure the provision of adequate natural and artificial lighting in academic offices to enhance visibility and concentration. Also, regular maintenance and upgrading of lighting facilities should also be carried out to maintain a conducive working environment.

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